

Database and Management of Information Systems

DBSS

Diocese of Delhi

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INTRODUCTION

Context

The organizational development initiatives within the Synodical Board of Social Services (SBSS) have altered in many ways its partnership with 24 Diocese Board of Social Service (DBSSs) of Church of Northern India (CNI). At the level of perspectives, the shift towards rights-based development has begun to address programmatic interventions along with the thematic issues. The issues of land and dalit rights; Adivasis and social exclusion; and livelihood and food security have gained strategic focus along with cross-cutting themes of Gender, Lobbying, Advocacy and Networking (LAN) and the Church Mission Engagement (CME). Significantly, issue-based interventions and the dynamics of people's organizations are also shifting and altering the operational reach of DBSSs. Efforts at networking in a few instances have also brought new stakeholders in partnership. The development context of the 24 DBSSs is not only diverse but continues to be dynamic.

Against this backdrop, developing and consolidating database along the lines of new perspectives and strategies of SBSS-DBSSs gains significance. At one level, awareness and understanding of what is data (manifestations) and its relevance for intelligent decision-making processes has to deepen at all levels within SBSS-DBSS.

SBSS-DBSSs would stand to gain vastly if they can build a creative database that facilitates analysis of development processes for deepening the ongoing development initiatives. A sound and dynamic database invariably pushes frontiers of knowledge for innovation and advancement of the causes of tribals, dalits, women and children.

Objectives

1. To develop and consolidate database on specific thematic (issue-based) interventions - land rights, tribal identity, livelihood and food security, Self-Help Groups(SHG)s, and federations, cooperatives, people's organizations and movements through guiding frameworks. This database would provide guiding frameworks for planning and monitoring and impact assessment.
2. To enable DBSSs Coordinators and Resource Centre (RC)s to maintain dynamic database. Facilitate awareness on the relevance and use of scientific data among various stakeholders. As instrument knowledge data can be effectively used for various purposes such as visibilising issues, building alliances and lobbying, benchmarking micro and macro trends, establishing linkages etc.
3. To use database for developing Management of Information Systems (MIS)

Process and Time Frame of Database Process in DBSS Delhi:

1. **The first round of Database process in DBSS Diocese of Delhi started in July 2006 when whole team from RCSA, Agra went to DBSS Delhi field area and oriented DBSS staff on the process and relevance of Data base. In this process team with DBSS staff visited field area of Mustafabad Block (Village Sultanpur) and interacted the communities as well as brought out the finding before DBSS team and helped them to understand it.**
2. **The second round began from August-October at DBSS staff level when they went back to all villages as well as collected data from the office records and put them into frame with the help of SBSS facilitator's feedback.**
3. **In the month of October 26-27, 2006 DBSS brought its data to RCSA, Livelihood and Food Security, Agra and shared with the SBSS team as well as representatives of SEDP and DBSS in Agra resource centers.**
4. **The current document prepared in the month of November as per the feedback given by the Regional forum that held in Agra from October 26-27, 2006.**

FOREWORD

Haryana is a one of the most colorful and culturally rich state. Unfortunately the beauty of this land i.e. women and agriculture both are in crisis due to changing globalized market values. One side where Haryana is enjoying the most advanced technology and infrastructure; on the other side women in rural area and especially from Dalit background are still victims of age old social dogmas and taboos. Girls are still unwanted and Marginal farmers and unorganized labourers are at the mercy of rich and powerful. Dependency and gape is increasing day by day between rich and the poor.

Therefore, it is important to conduct a process that brings out clearly the concurring trends with facts and figures that may help in designing future course of action in order to save life and livelihood resources of marginalized communities. The current “Database and Management of Information Systems” process is an important mile stone that has brought out new insights and perspective of Haryanvi Society. It will strengthen awareness as well as basis for intelligent decision making among rural communities.

Rt. Rev. Karam Masih,

**Bishop,
Diocese of Delhi,
Church of North India**

Acknowledgement

It is indeed a result of very hard work of DBSS staff and SBSS day and night facilitation and accompaniment at every step of “Database and Management of Information Systems” Process. I am proud to learn that this document is a result of 5 month long process in which the DBSS staff and SBSS at all level was involved. I acknowledge the commitment and sincerity of each and every individual who contributed very humbly to a very great extent in order to bring the true picture of the Haryana rural field realities.

I am sure that this document is a useful instrument in reshaping and planning future course of action for the Dalits, Women, Marginal Farmers and Unorganized workers.

Rev. Suresh Kumar

**Secretary,
DBSS, Diocese of Delhi**

ACRONYMS (ABBREVIATIONS)

DBSS Diocesan Board of Social Services

MAS	Mazdoor Adhikar Sangathan
YAS	Yuva Adhikar Sangathan
MAS	Mahila Adhikar Sangathan
GVS	Gramin Vikas Sangathan
VLO	Village Level Organization
CC	Cluster Committee/ Block Level Organization
AC	Area Committee/ Regional Level Organization
SC	Scheduled Castes
ST	Scheduled Tribes
OBC	Other Backward Castes
SHG	Self Help Group
BPL	Below Poverty Line
POs	People's Organizations
CBO	Community Based Organization
CME	Church Mission Engagement
LAN	Lobbying Advocacy Networking
PME	Planning Monitoring Evaluation
PRI	Panchayat Raj Institutions
CE	Community Enabler
NTFP	Non Timber Forest Produce

CHAPTER 1

HISTORICAL PERSPECTIVE OF DBSS, DELHI

GENESIS AND CONTEXT
ISSUE/STRUGGLES/SHIFTS/
TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS,
CHALLENGES, OPPORTUNITIES, SUGGESTIONS AND RECOMMENDATIONS

CHAPTER 1

HISTORICAL PERSPECTIVE OF DBSS, DELHI

YEAR OF FORMATION OF DBSS	April 1992
MAIN REASONS/ CIRCUMSTANCES FOR FORMATION OF DBSS	<p>1992-1995: The DBSS Delhi was established in 1992. Earlier in 1992 four areas Rohtak, Delhi, Nilokheri and Yamuna Nagar were identified. Rev. Suresh Kumar was the Coordinator in 1992. The intension was to help people in need by charity and development work especially in rural area through congregations. Primary emphasis was to help congregation members. The DBSS followed same mission and vision that of CNI-SBSS.</p> <p>1996-2000: The Diocesan board of social services, in its present state joined with SBSS in April 1997, under the leadership of then Bishop Rt. Rev. Sant Ram, Fr. Collin Theodore than head of Delhi Brotherhood society involved in Street Children Project, was appointed convener. The work began with the appointment of 5 Community Organizers from different parts of the Diocese. October 1997, saw a change in diocesan leadership with Bishop Sant Ram retiring and Bishop Karam Masih took up the responsibility. He took a keen interest in structuring up the DBSS, its members and staff. In 1998 the decision was taken that one district will be taken for DBSS work. In Yamuna Nagar district urban development work was started in Deha Colony, Teerath Colony. Mr. Sudhir Kumar was working in Nilokheri and Mr. William was working in Rohtak, Mr. William Bhan was working in Fatehpur Beri Delhi in Mr. Joel and Miss Lexna in Yamuna Nagar district only survey work and rapport building work was done in these areas. In 1999 a field office was established at Jagadhri, Haryana. The head office remains at the Diocese of Delhi premises where office space has been allotted to DBSS. A link account has been opened in the Yamuna Nagar, in vicinity of the field office. In the last phase two areas were chosen as potential programme areas, at Mustafabad and Chhachhroli blocks of yamuna Nagar district . A more intensive work was carried out in the latter region. In the beginning the grass root work were known as Motivator then Community Organizer and know Community Enabler. In the later part of 1998 Rev. Joy Halder took the responsibility to lead from the front. From 1998-2000 Rev. Danis Lall was the successor of the Rev. Joy Halder Rev. Mohit Htter took the responsibility of Coordinator in 2000 . All these Coordinator were working on Honorary basis.</p> <p>2001-2006: In July 2001 Mr. Samuel Masih was given the responsibility of Coordinator. DBSS work was increased from 7 villages to 25 survey work was done motivation camp were organized. This was the time when RBA approach was understood and implemented in the reference are seriously. Peoples issue and problem s were identified and analysis. Mahila Mandal , Yuva Mandal, and Kissan Mandal were formed and later on village committee were formed. These core groups were strengthen in this time issue was Marginalization of Women to address this issue Leadership Building Workshop were organized Social ,Political , Economical Cultural and Religious condition of the people was analysis . People's Organization was made strong as a result people became capable making important decision in their homes and other social gathering. The period from June 2004 to September 2005 was preparatory phase. From October 2005 onwards DBSS is working on the issue of Livelihood and Food Security. At present DBSS is working in 25 villages and some more villages are being surveyed for DBSS work.</p>

YEAR OF REGISTRATION	DBSS has not yet registered itself but efforts are on to register DBSS.					
OPERATIONAL AREA IN THE INITIAL YEARS	How many villages?	Panchayats/ Gram Sabha	Blocks	District	States	No. of Staffs
1992- 2000 2001-2006	7 25	7 20	1 2	1 1	1 1	5 7
WHAT WERE THE PROBLEMS / ISSUES THAT WERE ADDRESSED BY DBSS	Issue Problems 1992-1996- Unemployment 1998-2001- Marginalization of People (Women ,Men And Children) 2001-2004- Marginalization of Dalits and Women 2005 to.... Livelihood & Food Security		Lack of education facilities Lack of clean and safe drinking water Ignorance about government schemes. Unskilled laborers Corruption in Public Distribution system Dowry system Alcoholism and drug addiction Lack of health facilities Housing and other infrastructure Violence against women			
SINCE FORMATION HAS SEDP WITHDRAWN FROM ANY VILLAGES/PANCHAYATS /GRAM SABHA/CLUSTERS/ AREA	13 villages were withdrawn. Gardi Gosian, Hangoli, Jatanwala, Chuharpur Mangal Singh, Deha colony, Teerath Nagar , Kansoli, Lawana, Lawani,Azizpur, Muradpur, Khanpur, Maheshwari. Reasons: 1.Non cooperation of the people. 2. The staff was not capacitated according to the situation. 3. Lack of seriousness in intervention.					
HAS YOUR OPERATIONAL REGION HAD ANY HISTORY OF PROTEST/STRUGGLE? KINDLY CLASSIFY IT PHASE WISE	Protest for safe and clean drinking water. 1.Movemnts on BPL cards. 2.Struggle against women rights. 3.Zamin Bachao Andolen. 4.Equal rights for small and marginalized farmers and laborers. 5.Struggle and protest for dalit people's rights.					
GIVE BRIEF NARRATION OF THE NATURE OF STRUGGLE/TIME PERIOD /DBSS INVOLVEMENT AND OUTCOMES AND IMPACT	Nature of Struggle Rally and demonstration, collective representation in Sarkar aapke Dwar DBSS involvement: Helping people_ through motivation awareness building , community organizing , analysis of the people's problems, pressurizing the concerned authorities through people's organization					

	<p>Outcome and impact: -People came to know the importance of people’s organization -They have gained confidence. People have started reacting against injustice and oppression</p> <p>1. Land Rights : - Village Gadhela Majri ; 3 Acre Panchayat land was taken by reference community people from the land lords in 2004 on contract basis 21 families were benefited. 2. Depot Holder: - Village Khanpur 80peoples struggled for change in depot holder ration depot was issued to a dalit women Mrs Karamjit from the people of high caste. 3. Drinking water: - struggle village Kot Majri= 110 families benefited, Jhimar Majri = 35 families benefited. Kot Mustarkha = 100 families benefited, Kotri =55 families benefited.</p>
<p>ARE THESE STRUGGLES STILL CONTINUING</p>	<p>- Yes, these struggles are continuing as well as getting strengthened.</p> <p>People are putting pressure on the administration regarding wrong BPL survey. 25 people got Rs. 25000/- each to construct houses under the Indira Awas Yojna. Eight women have got job in the school to prepare mid day meal. Two women had got job as sweeper in govt. school. 94 people got widow pension and old age pension. 75 girls received 16 kg. wheat per month each who have weight below 35kg. People are using RTI to end the corruption in TDPS and Panchayat.</p>
<p>DBSS INVOLVEMENT AND SCOPE OF DEEPENING ITS WORK</p>	<p>Organized strategic intervention in Panchayats and strengthening grassroots democracy.</p>
<p>TREND ANALYSIS OF THE HISTORICAL BACKGROUND</p>	<ul style="list-style-type: none"> - <u>Approaches</u> :- Charity , Social service , social action, Right Base Approach. - <u>Achievements</u> :- Improvement in programme implementation, planning and evaluation and better coordination among staff . People are being benefited by got welfare schemes. PRI members from ref. community have formed forum of panches and sarpanches - <u>Challenges</u> :- Further mainstreaming of People’s Organization, Interlinking Pos and Building rapport of the POs with Media, Congregation’s participation in development process. - <u>Learning’s</u> :- In the development process The DBSS should match its performance against its vision/mission where it attempt at the areas of organizational development programme planning and implementation financial management and accountability.

SUGGESTION AND RECOMMENDATIONS:

- DBSS NEEDS TO GIVE MORE ATTENTION TO CONGREGATION BASED MISSION.

CHAPTER 2

CURRENT PERSPECTIVE OF DBSS, DELHI

VISION & MISSION
STRATEGIES AND APPROACH TO TRANSLATE VISION INTO PRACTICE
TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS, CHALLENGES, OPPORTUNITIES
SUGGESTIONS AND RECOMMENDATIONS

CHAPTER 2

CURRENT PERSPECTIVE OF DBSS, DELHI

Introduction: After Adopting RBA in 200, there were many changes felt from 2001. Maximum programmes related to charity were stopped and only those programs that encouraged political action and participation were encouraged. This made lots of impact on workers as well as communities. In many villages people were not cooperating as they did not get any direct financial support only training and motivation for rights related issues. Staffs were also not prepared for it and they also had hard time both with the communities and SBSS. They were not able to internalize the RBA concept and remained to understanding of RBA as “Action Based Approach”.

It took one and a half year to bring awareness of RBA with DBSS Staffs and communities. In 2003 and 2004 there were many changes at DBSS level they were given assignment to introspect their vision mission once again and specify their issue “Marginalization of Dalits and Women”. In this process many reviews and short term evaluation took place and it was found that 90% of DBSS reference communities are Dalits who are involved directly in agricultural field as daily wagers or they are small farmers or contract farmers who work on others’ fields. Majority is illiterate, people are highly underpaid, lack work opportunities at local area, discrimination and exploitation at work places, sometimes highly indebted and therefore work as bonded labourers, rampant corruption in Panchayats with any accountability. It was found that whole reference community is struggling for survival and therefore for livelihood.

In 2004-05 after perspective building process, whole structure and systems of DBSS were reformed as per the issue of unorganized workers that is “Livelihood”. Staff were oriented and given specific responsibilities such as for NRM, PRI, LAN, Gender, CME. CBOs like Mazdoor Adhikar Sangathan, Mahila Adhikar Sangathans and Yuva Adhikar Sangathans and Labour Cooperatives, Gram Vikas Sangathans emerged.

<p>Vision and Mission of DBSS–present</p>	<p>VISION: A society based on equality justice peace in harmony with nature.</p> <p>MISSION: To restore human dignity of the marginalized communities through collective struggle.</p>
<p>Strategies adopted to translate this mission</p>	<p>Approach: RBA- Analysis, Assistance, Advocacy and Action</p> <p>Strategies: Information and data collection , Keeping track of Government program and policies, Resource Mobilization, conscientizing and mobilizing dalit people to have access and control over resources available through political participation in Gram Sabha and Gram Panchayats.</p> <p>Supporting strategies: Building Capacity and Assets, Lobbying, Advocacy and Net working.</p>

<p>Trend analysis of the emerging perspectives</p>	<p><u>Achievements:</u></p> <ul style="list-style-type: none"> ● Shifts from general to focused intervention on the issue. ● More participatory in approach and greater transparency between DBSS and Communities. ● Evolution of clear and comprehensive inclusive structure and systems at DBSS and communities level. ● Tremendous growth in intervention and capacity of the DBSS workers. ● Greater participation of people and emergence of community leadership. ● Women leadership and participation has increased to a great extent.
<p>Challenges:</p> <ul style="list-style-type: none"> ● DBSS workers still Lack a comprehensive understanding of theological perspective therefore not able motivate and mobilize local congregations in field areas. ● Lower Education level of the staff and poor perception level of communities. ● Christian faith based organization, highly politicized area and corrupt leaders. <p>Opportunities:</p> <ul style="list-style-type: none"> ● Workers need to be oriented and capacitated on theological perspective of livelihood issue. ● While DBSS go for further mainstreaming of People’s Organization, Interlinking Pos and Building rapport of the POs with Media, every member must know above mentioned current vision, mission and approach comprehensively. 	

RECOMMENDATIONS AND SUGGESTIONS:

- EVOLVE PLAN TO CAPACITATE STAFF THEOLOGICALLY AND INVOLVE CONGREGATION MEMBERS FOR CADRE BUILDING PROCESS IN ORDER TO FACILITATE TRUE CHURCH MISSION ENGAGEMENT.
- RESOURCE CENTER MUST ENSURE CLEAR THEOLOGICAL PERSPECTIVE IN WRITTEN FORM TO THE DBSS STAFF IN ORDER TO FACILITATE THE PROCESS.
- CURRENT MISSION AND VISION NEEDS TO BE UNDERSTOOD BY EACH AND EVEY MEMBER OF CBOs. FOR THAT CREATIVE MATERIAL AND METHODS NEEDS TO BE EVOLVED AND SECULAR CHARACTER OF THE MISSION SHOULD REMAIN THE CORE VALUE.

CHAPTER 3

OPERATIONAL AREA: DEMOGRAPHIC PROFILE

INTRODUCTION
TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS,
CHALLENGES, OPPORTUNITIES
SUGGESTIONS AND RECOMMENDATIONS

CHAPTER 3

OPERATIONAL AREA: DEMOGRAPHIC PROFILE

Introduction: DBSS Delhi is working in two blocks, Chhachrauli & Mustafabad of district Yamuna Nagar of Haryana state. Field area is 200 Km. away from Diocesan office New Delhi. Total area is in the radius of 80 Km. Chhachrauli block area is 48 Km from DBSS field office Jagadhri and Mustafabad is 26 Km.

The people of reference community in Chhachrauli block belong to Dalits (cobblers, sweeper, potter, weavers), Tribal (gadaria, Jhimers, Muslim and Hindu Gujjars) and in Mustafabad block Dalit (cobbler, sweeper, Bajjigar) and Tribal (Gadaria). Literacy is negligible among women and men age group above 35years. In Chhachrauli block 90% women and 70% men while in Mustafabad block 70% women and 40% men are illiterate in reference villages. Majority of the people are either daily wagers in agricultural field or marginal farmers. Few go out of station in search of livelihood such wood cutting. Lower socio-economically strata keeps these communities on the edge and oppressor on advantage.

State/s	District/s	Blocks	Village	Panchayats/ Gram Sabha	Total Population	Total Families	Pastorates
1 Haryana	1 Yamuna Nagar	2 Chhachhrouli & Mustafabad	25	20 Panchayats	9753	2069	Total 36 congregations and 4 in project area

Trend Analysis

Achievement:

- There has been a systematic approach for data collection and profiling villages. Detailed data is available of each family.
- Area/villages have been marked on the basis of Panchayats area in order to maximize political representation of the marginalized communities.
- Political Strength is being assessed.

Challenges:

- Caste and Sub-caste systems that keep people divided.
- Various political party connections of the individuals in reference communities. These individuals want to bring their party interest among larger groups.
- Geographically Mustafabad and Chhachhrouli block are in opposite direction and not easily accessible to the people of both sides as well as bit different in caste composition.

Opportunities:

- Organizing people on local developmental issues and bringing practical visible beneficial ideas.
- Encouraging people to use their political connections for village/area development and accessing livelihood resources.
- Mixing/including people of both sides in area level “Mazdoor Adhikar Sangathan”.

RECOMMENDATION & SUGGESTIONS:

- Identify and bring together all Dalits Panchayat Members.
- Identify exact number of different caste groups and their voting strength.
- Evolve plan of action for each village AS EACH village has different nature of problem.

CHAPTER 4

COMMUNITY BASED ORGANIZATIONS

INTRODUCTION

CBO ON THE BASIS OF GENDER AND AGE⁵

CBO ON THE BASIS OF CASTE⁶

TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS,
CHALLENGES, OPPORTUNITIES

CHAPTER 4

COMMUNITY BASED ORGANIZATIONS

Introduction:

At present the DBSS is working on the issue of livelihood, therefore, the structure and systems of the existing CBOs are in accordance with the requirement. Most of the people are marginal farmers or unorganized workers Dalit background and dependent on agriculture for their livelihood. Chances of exploitation are quite high as there is no fix rate for wages, number of hours, safety and security at work places, healthy working condition etc. Next category is women who are one the one hand are poor Dalit on the other considered weak physically and mentally when it comes to decision making even in a Dalit family. Third category is Young people with lots of new insights, zeal and talents but lack proper direction in life, fascinated by market and end up with wrong doing and frustration due to lack of appropriate skills and work opportunities in the area.

Therefore, the CBOs like Mazdoor Adhikar Sangathans, Women Adhikar Sangathans and Yuva Adhikar Sangathans have been formed to organized and provide platform for discussion and action for each category. These CBOs meet in a joint forum at village level called Gram Vikas Sangathan or GVS. The DBSS like to continue with this model till District level where each category will have their respective organizations as well as will meet together as Gram Vikas Sangathan.

Major decision will be taken by larger forum or Sabha of CBOs while a small coordination committee of CBO will execute the decision on behalf of the CBO members. In this process where ever is required, members can be asked to joint the coordination committee for certain help.

Panchayat/ Cluster	Village/Panchayat Level Organizations				CC	AC	SHG	CBCLA	Cooperatives	Any Other
	Mahila Adhikar Sangathan	Yuva Adhikar Sangathan	Mazdoor Adhikar Sangathan	Any others						
Total Number	23	23	21	-----	3	----	19	-----	7 Labour Cooperatives	

Name of People's Organization	Approx Membership	
	M	F
Gram Vikas Sangathan (GVS)	17 Units at village levels	
Mahila Adhikar Sangathan	23 units at Village levels	
Yuva Adhikar Sangathan	23 units at village levels	
Mazdoor Adhikar Sangathan	21 units at village levels	
Gram Vikas Sangathan	17 units Panchayat level	
Block level Mazdoor, Mahila and Yuva Sangathan	3 Units at block levels	
SHG	19 units at village levels	
	560	19
	----	578
	533	----
	580	205
	500	79
	70	51
	06	290

Trend Analysis	<p>Achievements:</p> <ul style="list-style-type: none"> • Strategic political intervention with proper figures to field or support candidates in Panchayat elections. At present in both blocks DBSS/CBOs have 74 Panchayat Members who have been supported or direct contested election with support of reference communities. • Identities of women and youth have registered their presence in all activities of CBOs in development initiatives. • Collective strength has mobilized lots of resources from government agencies as well as put pressure on Panchayats and Concerned Government official to listen to their voice.
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	<p>Challenges:</p> <ul style="list-style-type: none">• CBOs are at its early stages but communities and partner demand bigger action. People look for immediate solution and lack long term perspective. People become frustrate very soon.• Individual's interest dominates and divides group.• CBOs' cadres lack skills in media advocacy, negotiation and communication methods. <p>Opportunities:</p> <ul style="list-style-type: none">• Capacity building of CBO leaders on Advocacy, Negotiation and Communication.
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RECOMMENDATION AND SUGGESTIONS:

- INTER AND INTRANETWORKING AMONG VARIOUS CBOs.
- BUILDING SHARED UNDERSTANDING ON AIMS AND OBJECTIVES OF EACH CBO
- CAPACITY BUILDING OF CBO LEADERS ON ADVOCACY, NEGOTIATION AND COMMUNICATION

CBOs 4.2

CBO ON THE BASIS OF GENDER AND AGE⁵

Introduction:									
In Haryana involvement of women and youth was quite difficult due various social dogmas. Women remain at the dictate of her husband or father whereas youth is more fascinated by fashionable items and to get them. They do not speak much before aged people or remain inactive with them.									
Community Based organizations Age range	No. of men			No. of women			Total Membership		
	20-35	35-50	50- above Age range	20-35	35-50	50- above Age range	20-35	35-50	50- above Age range
GVS	76	215	19	5	14	-----	81	229	19
Block Level Organizations	26	53	6	12	22	2	38	75	8
Area Committees	-----	-----	-----	-----	-----	-----	-----	-----	-----
SHGs	24	38	-----	106	129	-----	130	167	-----
Any other :-	-----	-----	-----	-----	-----	-----	-----	-----	-----
Critical Trends Analysis	<ul style="list-style-type: none"> • Figures are provided in this table reflects only the members of various committees and miss the total strength of CBOs. • It is very evident in every committee that youth and women are in minority. Their presence is negligible. • In SHGs section micro-crediting is just limited to women. Participation of men in entrepreneurship is minimal. 								

SUGGESTION AND RECOMMENDATIONS:

- NEED TO PROVIDE DETAIL OF THE FULL STRENGTH OF YOUTH AND WOMEN IN REFERENCE COMMUNITIES ALONG WITH ABOVE MENTIONED DATA.
- YOUTH MUST BE GIVEN DUE ATTENTION AND SHOULD BE WATCHED CLOSELY TO DEVELOP THEIR POTENTIAL FOR CREATIVE LEADERSHIP.
- WOMEN REPRESENTATION IS INCREASING THAT NEEDS TO BE STRENGTHEN FURTHER AND THEIR REPRESENTATION IN MAZDOOR ADHIKAR SANGATHAN SHOULD BE MADE COMPULSARY. AT LEAST 40% WOMEN SHOULD BE THERE IN EACH COMMITTEE.

CBOs 4.3

CBO ON THE BASIS OF CASTE⁶

Introduction: The reference community people belong to Dalit Community known as Chamars, Balmikies, Kumhar, Julala, Bazigar Tribals- known as Gadoria, Jhimar, Muslim Gujjar. The people of reference community in Chhachrauli block belong to Dalits (cobblers, sweeper, potter, weavers), Tribal (gadoria, Jhimers, Muslim and Hindu Gujjars) and in Mustafabad block Dalit (cobbler, sweeper, Bajjigar) and Tribal (Gadoria).											
Community Based organizations	Dalits			OBC		Tribes			Total Membership		
	Caste 1	Caste 2	Any other	OBC1	OBC2	T1	T2	Any Other	Dalits	OBC	Tribes
GVS	Balmiki 193	Potters 52	-----	92	11	Jhimar 28 Gujjar 53	Gadoria 3	-----	245	103	84
CC/Block level Organization	86	25	-----	-----	-----	Jhimar 6 Gujjar 4	-----	-----	111	-----	10
AC/Regional level Organization	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
SHGs	211	57	-----	-----	-----	Jhimar 28	1	-----	268	-----	29
Any Other	7	-----	-----	-----	1	1	-----	-----	-----	-----	-----
Critical Trend Analysis	<ul style="list-style-type: none"> • There is a tendency to see everything from Dalits perspective as a whole but tend to forget the composition of various caste and sub-caste groups. Here many caste groups are missing their % and representation in CBOs • Balmiki and potters are dominant caste wise and their representation is very high in CBOs. • OBCs too put fairly good number almost 20% of whole dalit reference communities but interestingly no women is in SHGs and block level organization from OBC. • SCs are more beneficiary from the project than OBCs and Tribals. OBCs are ignore by DBSS as well as very minimal facility they get from government. 										

RECOMMENDATION AND SUGGESTIONS:

- PERCENTAGE WISE EACH GROUP NEEDS TO BE MENTIONED.
- STUDY IS REQUIRED ON OBCs AND THEIR PARTICIPATION NEEDS TO PROPORTIONATELY IN THE CBOs AND DECISION MAKING FORUMS.
- OBC WOMEN NEEDS TO BE ENCOURAGED TO FORM THEIR SHGs OR THEY SHOULD BE MADE PART OF MAIN STREAM SHGs.

CHAPTER 5
DALITS LABOURERS AND LIVELIHOOD:
ACCESS AND CONTROL OVER RESOURCES:
INTERVENTIONS AND IMPACT

INTRODUCTION
ACCESS AND CONTROL TO LIVELIHOOD RESOURCES
INTERVENTIONS AND IMPACT⁷
LABOUR: BONDED LABOURERS, CHILD LABOURERS¹⁹
TREND ANALYSIS
RECOMMENDATIONS & SUGGESTIONS

CHAPTER 5

DALITS LABOURERS AND LIVELIHOOD: INTERVENTIONS AND IMPACT

Context: Diocesan Board of Social Services works in the rural area of Haryana state two blocks of Yamuna Nagar district named Mustafabad and Chhachhrouli. The reference community people belong to Dalit Community known as Chamars, Balmikies, Kumhar, Julala, Bazigar Tribals- known as Gadria, Jhimar, Muslim Gujjar.

Discrimination in respect of caste: - Upper caste people do not share the food, do not marry, place of worship is different, residential areas are different. High caste people have better job opportunities. Rich people live in better houses. They have luxurious like T.V., Motorcycle, Car, LPG Gas, Telephone, Furniture.

Discrimination against women: Women are less educated. They are the victim of domestic violence. They face drunkard husbands. They are labeled as witch craft. Female feticide is common. Without the permission of their husbands they cannot attend any meeting. They are molested and sexually abused. There is discrimination in respect of wages. Men do not help in their household chorus.

Political Inadequacy: - Reference community people are politically inadequate. Due to lack of education and poverty they are politically illiterate. Though they have been chosen their Sarpanches and Panches, they are still incapable in taking decision as they are supported by rich and influenced people who dictate the terms later on. Women are chosen on reserved seat but their husband and powerful people act on their behalf.

Lack of Access and control over Community Resources and Assets: - Due to poverty and lack of education community people are not able to bid for Panchayat land for cultivation. Taking contract of ponds is not the cup of poor people because they have not enough resources (Money). Although the scheduled caste people bid for land reserved for scheduled caste, but actually they bid for the rich. They have no land for dumping the garbage of the waste of human use as well as cattle.

Natural Resources			
Cluster/ Panchayat	Zameen Community Resources (Lease of Lands, Community centers etc.)	Jangal Forest Products (NTFP)	Jal Ponds & other Water resources
20 Panchayat	Interventions: ¹ Lease of lands = 399 Acres 2 community centre =12 acres 1 ½ canals, 17 Acres 3 canals lands being cultivated on cooperative basis by 10 families.	Interventions: Community struggled for the woods of and plantation of Trees , Kher , Euclyptus, Babar, Mango, Shahtute, Neem, Dank, Guava, Beri, Gulmohar , Peepal., Sirs.	Interventions: 11 ponds, 5 rivers, 2 canals Access to drinking water , water for irrigation , small kitchen garden have been promoted.
	Impact: Due to DBSS intervention there moral is boosted . They are well organized and ready to be a force to reckon.	Impact: Reference community is allowed at some extend to use wood for preparing food, housing. Reference community people get employment in plantation of trees as well as in cutting trees. The domestic animals are allowed to graze in the area surrounding road side.	Impact: Reference community people can have Bajri, pathar and sand for leveling area around their houses and construction work.

¹ Please note while collating information for the interventions and impact kindly refer only to our reference communities and give both quantitative and qualitative references

Bonded Labour																											
<p>Bonded labour = 41 banded labor Interventions = They were included in labor cooperative, bonded labor were encouraged to be united to claim compensation if they get hurt or they got poison from pesticide. Bonded laborers are bound work for 24 hours. If he does not go work for one day he is punished to work for two days.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">S.No.</th> <th style="text-align: left;">Village</th> <th style="text-align: left;">Block</th> <th style="text-align: left;">Numbers</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Gadholi</td> <td>Mustafabad</td> <td>12</td> </tr> <tr> <td>2.</td> <td>Sulranpur</td> <td>Mustafabad</td> <td>10</td> </tr> <tr> <td>3.</td> <td>Khanpur</td> <td>Mustafabad</td> <td>05</td> </tr> <tr> <td>4.</td> <td>Tibbi</td> <td>Chhachhroli</td> <td>04</td> </tr> <tr> <td>5.</td> <td>Mohamdiwala</td> <td>Chhachhroli</td> <td>10</td> </tr> </tbody> </table>				S.No.	Village	Block	Numbers	1.	Gadholi	Mustafabad	12	2.	Sulranpur	Mustafabad	10	3.	Khanpur	Mustafabad	05	4.	Tibbi	Chhachhroli	04	5.	Mohamdiwala	Chhachhroli	10
S.No.	Village	Block	Numbers																								
1.	Gadholi	Mustafabad	12																								
2.	Sulranpur	Mustafabad	10																								
3.	Khanpur	Mustafabad	05																								
4.	Tibbi	Chhachhroli	04																								
5.	Mohamdiwala	Chhachhroli	10																								
<p>Impact : 5 bonded labourers have been freed from bonded labour and have got employment in Punjab area (Ropar) by cutting woods getting Rs. 90/- per day as daily wages</p>																											
Child Labourers																											
Sector	Cluster/ Panchayat	Girl child	Boys																								
Agricultural laborers	Mustafa bad	-----	94																								
	Chhachhroli	-----	75																								
Construction work and tea Shops or domestic workers laborers																											
<p>Trend Analysis Causes for child labour</p> <ul style="list-style-type: none"> ✓ Low income Poverty: Maximum children are from BPL families from local areas. Migration: almost 40% children are from migrated casual labourers families. Wage trends: There is no fixed wage rate for these child labourers they get 300-500 per month after working for 12-18 hours in a day. 																											
<p>Intervention: Child and bonded labour = Children are agriculture laborer they get the least wages. They are exploited physically and psychologically. There are 169 child laborers in the area.</p>																											
<p>Impacts: Kamil and Nar Singh s/o Nasir R/O village Pansara. They were employed as dish washer on Surrender Tea Stall, Pansara. One community enabler dared to free them from the bondage of shop keeper now .They were got admitted in Govt. High School, Pnasara Distt. Yamuna Nagar</p>																											
Critical Trends Analysis	<ul style="list-style-type: none"> • There has not been much concentration on Child labourer in the area as it shows only few instances of intervention. There is no planned campaign. • The number is quite high of child laborers. There is no systematic study on Child labourers in the area. • There have been efforts to deal with bonded labourers but still DBSS does not have any capacity to confront the exploiters. 																										

RECOMMENDATION AND SUGGESTIONS:

- SERIOUS STUDIES IS REQUIRED ON CONDITION OF CHILD LABOURERS AND BONDED LABOURERS IN THE AREA.
- WELL PLANNED CAMPAIGN HAS TO BE LAUNCHED AGAINST BONDED AND CHILD LABOUR. ANTI-CHILD LABOUR ACT (GUMASTA ACT) AND ANTI BONDED LABOUR ACT NEEDS TO BE THE BASIS OF CAMPAIGN

CHAPTER 6

SHGs AND COOPERATIVES IN ENTREPRENEURSHIP DEVELOPMENT

INTRODUCTION
BASIC DATA ON SHGs.¹¹
SHGs CREDIT AND SAVINGS: PATTERNS IN UTILIZATION OF LOANS¹²
ROLE & IMPACT OF COOPERATIVES AND SHGs IN
ENTREPRENEURSHIP DEVELOPMENT⁸
COOPERATIVES FRAME¹⁶
TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS, CHALLENGES, OPPORTUNITIES
RECOMMENDATIONS & SUGGESTIONS

CHAPTER 6

SHGs AND COOPERATIVES IN ENTREPRENEURSHIP DEVELOPMENT¹¹

Introduction: There are 19 Self Help Groups having total membership of 296 in 15 villages. These Self Help Groups do not confine themselves to financial transaction only. They are very important component of Gram Vikas Sangathan and play a vital role in social, economic and political development of the society. Most of the cases of atrocities on bonded labourers and domestic violence came to CBOs.

SHG Name	Registered/ Unregistered	Monthly Saving	Rules (Y/N)	Bank	A/c No.	Cash in Hand	Cash in Bank	Total Saving	Membership		
									F	M	
Mahila Adhikar Samhoo Gadholi	Unregistered	1050/-	1. The meetings of SHGs should be organized regularly for the smooth functioning.	PNB Thana Chhapper	-----	-----	24336/-	24336/-	21		
Mohamdiwala	Unregistered	360/-		Punjab & Sind Bank	-----	4020/-	1860/-	5880/-	18		
Chikken	Unregistered	580/-		Punjab & SindBank	-----	5800/-	-----	5800/-	29		
Kot Majri	Unregistered	700/-		----	-----	-----	8400/-	8400/-	14		
Kot Mustarkha (women)	Unregistered	500/-		-----	-----	-----	6500/-	6500/-	10		
Kot Mustarkha (Men)	Unregistered	1200/-		-----	-----	10800/-	-----	10800/-	12		
Kotri	Unregistered	500/-		-----	-----	4000/-	-----	4000/-	04	6	
Gadhila Majri	Unregistered	1000/-		-----	-----	5950/-	8000/-	8000/-	10		
Gadhila Majri	Unregistered	850/-		-----	-----	12600/-	-----	5950/-	17		
Kot Majri	Unregistered	1800/-		-----	-----	098556	3500/-	-----	12600/-	09	
Jhimar Majri	Unregistered	500/-		-----	-----	-----	-----	3500/-	10		
Khan Pur	Registered	1600/-		-----	-----	-----	7000/--	14400/-	14400/	16	
Sabal Pur	unregistered	1000/-		-----	-----	-----	3500/-	-----	7000/-	10	
Sukhdas Pur	unregistered	500/-		-----	-----	-----	3500/-	-----	3500/-	10	
Mali Majra	Unregistered	500/-		-----	-----	-----	80000/-	-----	3500/-	10	
Sultan Pur (Youth)	Unregistered	4000/-		-----	-----	-----	48800/-	-----	80000/	20	
Sultan Pur	Unregistered	2200/-		-----	-----	-----	255000/	-----	48800/-	22	
Sultan Pur	Unregistered	15000/-		-----	-----	-----	8050/-	-----	255000	25	
Sultan Pur	Unregistered	1150/-		-----	-----	-----	-----	-----	8050/-	23	

6.2. SHGs CREDIT AND SAVINGS: PATTERNS IN UTILIZATION OF LOANS

	Panchayat	No. of women members	No. of Men members
Consumption			
Marriage	Kot Majri Gadholi Sultanpur Akali Garh Gadhela Majri Mohamdiwal	2 2 4 4 1 2	Nil
Children's Education	Kot Majri Sultanpur Sukhdaspur Gadhela Majri	1 1 1 1	
Health	Kot Majri Kot Mustarkha Jhimar Majri Gadholi -----	1 1 1 1	
Festivals Ceremonies/ Rituals (Death, Birth, etc.)	-----		
Productive			
<ul style="list-style-type: none"> ▪ Agriculture – Seed, fertilizer, buying equipment/ tools ▪ Enterprise Development 	----- Utensils=2000/ Gadhela Majri Kot Majri Mohamdiwala	5 10 2 1	---- 5 2
Debt Repayment	3 Lakh forty thousand taken from bank and return Rs. 90000/-		Nil
House Repair	6,25000/- to 25 people @ 25000/- per family		Nil
Any other...	Buffloes=6000/-, marriage=8000/-, medical=2000/- Small scale industry=4000/-	4 4 2	---- --- Nil
Critical Trend analysis	<ol style="list-style-type: none"> 1. SHGs are becoming good tool to organize women² at present at least 296 women are organized in the reference area. Women are at least getting a chance to get together are involved in a process self dependency. 2. Loans are used for utensils, buffaloes, marriage, self employment education, health etc. Maximum women have borrowed for Marriage and income generation programs such as purchasing buffaloes and small provision shops. 3. SHGs are not only limited to income generation but have collectively mobilized resources from MLA fund and got 80 Latrine :- Kot Majri, Kotri , Gadhela Majri Jhimar Majri, Kotra kahan Singh , Kot kalsian, Gadholi , Gondapura, Mali Majra, Shahabuddin pur , Tugalpur, Tibbi. And Roads in Kot majr, Jhimar Majri, Kot Mustarkha, Kotri, Kot Kalsian, Gadholi, Sukhdaspur , Gondapura, Khanpur , Mali Majra , Sabalpur, Tibbi, Mohamdiwala, Tugalpur. 		

6.3. SHGS IN MAHILA ADHIKAR SANGATHANS

<p>Introduction: SHGs are not only limited to income generation but have collectively mobilized resources from MLA fund and got 80 Latrine :- Kot Majri, Kotri, Gadhela Majri Jhimar Majri, Kotra kahan Singh, Kot kalsian, Gadholi, Gondapura, Mali Majra, Shahabuddin pur, Tugalpur, Tibbi. And Roads in Kot majr, Jhimar Majri, Kot Mustarkha, Kotri, Kot Kalsian, Gadholi, Sukhdaspur, Gondapua, Khanpur, Mali Majra, Sabalpur, Tibbi, Mohamdiwala, Tugalpur.</p>						
Activities other than savings and credit. Panchayat-Wise	Initiatives relating to liquor and alcoholism	Village development – laying of roads, improving sanitary conditions	Leading protests and campaigns with men on issues	Contesting for Panchayat elections and getting elected	Emerging as strong leaders – interfacing with police and state machinery	Any other
Gadholi, Kotri, Kot Majri, Jhimar Majri, Khanpur, Chikken, Mohamdiwala.	SHG women continually protesting against alcoholism.			22 women got elected in Panchayat	1. Mrs. Surti Devi from Mahila Adhikar Sangathan protested against corruption in TPDS in Gadhela Majri. 2. Mahia Adhikar Sangathan members group of 33 women had fought with the landlords and musclemen to get hold their land.	Women Education Program Instructor Parmjeet, Gurvinder all together got release water supply from Kot Mustarkha water works. A man used to sell liquor at home; he was stopped by 22 women. Repair work of roads in 15 villages. 93 latrines were constructed in 9 villages. Three groups in villages Sultanpur, Khanpur and Gadhela Majri protested against land grabbed by the rich and famous people of the village and corruption in TPDS.
Trend Analysis	<ul style="list-style-type: none"> Maximum SHGs members are also part of Mahila Adhikar Sangathans and Maximum MAS members are part of Gram Vikas Sangathans therefore they just do not discuss only savings and credit but take part fully in rights related struggles as well. Tremendous improvement in participation of women in rights related struggles. Women have led the procession in most of the cases. Maximum women's are still illiterate and their perception level is also quite low. Most of the time they have personal relatives in the groups and their personal fights dominates the proceeding of the SHGs group. Sometimes distribution of loan becomes bias and creates conflict among women. 					

6.4 SHGS: OUTCOME AND IMPACT

Area	Outcome and Impact
Economic	<p>Asset creation Increase in small and large ruminants (Buffalos, Cows)</p> <p>Purchase of land/ leasing of land House consolidation (adding a room, extending the yard) Inter lending</p> <p>Enterprise Development Fair price shop, Kerosene agencies, Pisces-culture, (3 members) Enterprise managed by both men and women.</p>

Political	Eight women elected as member Panchayat in Chhachhroli block. Thirteen women elected as member Panchayat in Mustafabad block.
Social	Women have organized through SHG to fight social evil such as alcoholism, dowry, desertion, domestic violence, sexual violence.

Suggestions and Recommendations:

- More male participation is required for income generation programs. Therefore both women and men need to have some kind of saving groups together. While bringing men into SHGs, it is safe to keep money with women.
- Keep interest rate lower than the banks or make it interest free borrowing from the SHG. Income generation should be done collectively from the collected fund.
- Create non traditional livelihood options for income generation program. Network all SHGs into federation and make them political power in the area.
- Though SHGs have started income generation but still lacks formal education & skills for better production and marketing of goods. Micro-crediting dominates the discussions and some times create drift among members. Unknowingly those who borrow from the group for their emergent needs pay more interest than bank.
- SHGs need to be encouraged to invest their funds in agri-business and acquiring natural resources through Panchayat auctions.

6.5. COOPERATIVES

Introduction: Efforts are being made towards cooperative formation. So far 7 Labour Cooperatives have been formed at Panchayat Level. These cooperatives are registering members above age of 18 years and collecting nominal membership fee per month. These cooperatives will be getting registered and efforts will be made so that they are recognized by the local Panchayats and Block office. In this process whatever construction work will take place in the area the member of the cooperative will get fare chance to work there. Secondly the member will try to bid for tender for construction and wood cutting work. In this way they will keep an eye not only on block office welfare schemes but try to check corruption, freedom from contractors' exploitation, fare wages and equal sharing of benefit.		
Years of establishment Registered and unregistered	7 Labor Cooperatives were formed in villages Chikken- 27/01/06, Rehara Majra-14/01/06, Shahabuddinpur-18/01/2006, Jhimar Majri-05/04/06, Kot Majri- 18/01/06, Gadhela Majri- 04/04/06, Sultanpur-04/04/06.	
Reasons for setting up cooperatives	Cooperative were made for equal wages, less working day, non availability of minimum wages, compensation at the time of accident , access and control over local resources.	
Membership	Men	Women
	170	101
Impact in terms of growth	Activities: - Getting information from govt. and private resources regarding resources effecting the issue of livelihood.	
	Profits: They are full aware about group insurance, registering LC.	
	Leadership: - Leadership has reached at area level. Net working with other like minded labor groups and individuals.	
	Policy: - They want to become capable of negotiating with the policy makers.	
Achievements	With the tool of networking their organization is strengthen to move towards labor movement.	
Challenges	Due to hand to mouth, they are not able to devote much time, illiteracy comes in their way, landlords, politician and musclemen are big hurdles in their struggle. The middle men causes all sorts of problems in getting sufficient wages and working days.	
Trend Analysis	<ul style="list-style-type: none"> • There is a huge enthusiasm among cooperative members as they are not just limited to their own village but spreading the message to nearby villagers too. • They want to create a federation in the area. Every month there is tremendous increase in members as they see some practical hope in it. • DBSS Staffs have limited knowledge and capacity to facilitate people beyond their project area. 	

6.6 FEDERATION: GOVERNANCE

No Federation so far	

RECOMMENDATION AND SUGGESTIONS:

- DBSS MUST PROVIDE LIST OF THE MEMBERS AS ANNEXURE AND CLASSIFY WOMEN, YOUTH % IN EACH COOPERATIVE.

CHAPTER 7

PROFILING GRAM SABHA

INTRODUCTION
PROFILING GRAM SABHA/GRAM PANCHAYATS
TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS, CHALLENGES, OPPORTUNITIES
RECOMMENDATIONS & SUGGESTIONS

CHAPTER 7

PROFILING GRAM SABHA

Introduction: Gram Sabha plays a key role in development of the village but unfortunately in Haryana it is still in a sorry state. Most of the places it functional on papers while in few places just formalities is done and major decision are taken s						
Cluster/Panchayat	No of Gram Sabhas	Men	women	Total	Interventions	Outcomes
20 Panchayats	25	52	22	74 PRI Mem bers	New Panchayat members are getting training on PRI. Mostly members are less educated. Women Panchayat members don't often attend the Gram Sabha. Govt. has not yet release any grant whatever the work is being done from the balance and their own local resources i.e. auction of Panchayat land, pond, selling trees etc.	PRI members have started knowing their power and rights. People have started knowing govt. scheme. BPL Card survey has been completed. 25 people got Rs. 25000/- each to construct houses under the scheme Indira Awas Yojna, 8 women were given job in preparing mid day meal. 2 women got job as sweeper in govt. school. 9 people got widow pension and old age pension, 75 girls received 16 kg. wheat each that have weight below 35kg.
Trend Analysis	<p>Protests = BPL cards, improper distribution under TDPS, Housing.</p> <p>Achievements: Resource Mobilization</p> <ol style="list-style-type: none"> 1. RCC street road 2. Improvement in school building 3. More teachers are recruited 4. Proper distribution of Panchayat land and infrastructure electricity. 5. Monitoring in the field of mid day meal, school management, community centre, Anganwadi. <p>Challenges:</p> <ol style="list-style-type: none"> 1. Illiteracy 2. Corruption 3. Ignorance. 4. Maximum Gram Sabhas are active on paper. People don't know about it even members of Panchayats are ignorant about the power and importance of Gram Sabha in the area. 5. Nexus of goons and block development agencies and local Panchayat Members. <p>Opportunity:</p> <p>To emphasize the role of Gram Sabha in village development.</p>					
Recommendation and Suggestions:	Systematic Studies of the functional condition of each Gram Sabha with proper criterion.					

CHAPTER 8

DALIT CONCERNS

CASES OF VIOLENCE AGAINST DALIT COMMUNITIES/TRENDS²⁰
CASES OF DISCRIMINATION IN WELFARE SCHEMES, EDUCATION, LEGAL JUSTICE, AND ACCESS
TO NATURAL RESOURCES AGAINST DALITS/TRENDS²³
INTERVENTION OF DBSS AND IMPACT/ TRENDS^{23A}
ATROCITIES ON DALITS AND HUMAN RIGHTS VIOLATION ON THE BASIS OF CASTE,
RELIGION, ACCESS TO RESOURCES AND GENDER/TRENDS²⁴
ATROCITIES ON DALITS AND HUMAN RIGHTS VIOLATION: INTERVENTIONS OF DBSS AND IMPACT/TRENDS^{24A}
DALIT ADVOCACY: METHODS ADOPTED/ TRENDS²⁵
ADVOCACY INITIATIVES ON VARIOUS ISSUES/TRENDS²⁶
SUMMARY OF THE TRENDS AND SUGGESTIONS

CHAPTER 8

DALIT CONCERNS

20. Case Analysis of harassment and violence against Dalits, women and Tribals		
Context: Harassment and violence on marginalized communities in particular women often goes unnoticed without any redressal. Also many of events are not recorded for advocacy.		
Objective: To systematically capture cases of harassment and violence for analysis for interventions.		
ISSUES	Addresses	How many
		Resolution (Process in brief)
Domestic Violence	1. Seema from Sabalpur village	Mrs. Rekha has been facing domestic violence for the last two years. Her drunkard husband beats her. Many times she left her husband's house. At present her present complained to the women cell of the area where she was married. Now the women cell is taking action to safe guard the interest of Mrs. Rekha .
Rape	-----	-----
Desertion	1. Mrs Jawantri from Sabalpur.	Mrs. Jawantri Devi of village Sabalpur was deserted by her husband. There is no trace of her husband as he has left his house. Now she is living with her parents.
Murder	-----	-----
Molestation	-----	-----
Foeticides	-----	-----
Trafficking	-----	-----
Police harassment	-----	-----
Any other	-----	-----
Trend Analysis: People have started raising their voice collectively to fight domestic and sexual violence against women.		

23. Dalits and Discrimination (Frame 1)					
Objective: The objective of this frame is to analyse and document the cases of discrimination, atrocities for advocacy.					
1.Discrimination in respect of caste : - Upper caste people do not share the food, do not marry, place of worship is different, residential areas are different. High caste people have better job opportunities. Rich people live in better houses. They have luxuries like T.V., motorcycle, car, LPG gas, telephone, furniture.					
2.Discrimination against women : - Women are less educated. They are the victim of domestic violence. They face drunkard husbands. They are labeled as witch craft. Female foeticide is common. Without the permission of their husbands they cannot attend any meeting. They are molested and sexually abused. There is discrimination in respect of wages. Men do not help in their household chorus.					
3.Political Inadequency : - Reference community people are politically inadequate. Due to lack of education and poverty they are politically illiterate . Though they are choosen as sarnaches and sarpanches, they are still incapable in taking decision fo. They are backed by rich and inlunced.					
Access to	Water	Government Schemes	Education	Social Equity	Any other
Cluster /Panchayat	Qualitative & Quantitative				
Trend Analysis					

23a. Dalits and Discrimination (Frame 2)					
Access to	Water	Government Schemes	Education	Social Equity	Any other
Panchayat	Interventions Qualitative & Quantitative	Interventions	Interventions	Interventions	Interventions
	Impact	Impact	Impact	Impact	Impact

24. Atrocities on Dalits and Human rights Violations					
Causes for Atrocities					
Panchayat	Inter caste	Religion	Access and Control to resources	Women	Any other
Mustafabad & Chhachrouli Area	High caste people consider themselves as superior in respect of education, economically, socially, religiously and culturally	Lower caste people have their own places of worship. Upper class do not allow that the lower caste people worship at their places of worship.	Due to lack of economical power and education they are not able to have access and control over resources. The dalits have no land and skill and no instruments. Govt. and natural resources are controlled by the upper caste people. Upper class people grab resources due to their rapport and indulge govt. authorities in corruption.	Women are dependent on men for economically, socially, politically, religiously, culturally and educationally. Women who are working in the fields of land lords and at their houses are victims of atrocities like physical and economical harassment. Women are not being paid equal wages as being paid to men	
Trend Analysis	Through the intervention of DBSS Dalits have started raising their voice against atrocities.				

24a. Atrocities of Dalits and Human Rights (Frame 3)				
Causes for Atrocities				
Panchayat	Inter caste	Religion	Access and Control to resources	Any other

	Interventions	Interventions	Interventions	Interventions
	Impact	Impact	Impact	Impact
Trends				

25. Dalit Advocacy				
	Campaigns	Networking	Studies	Media
DBSS	What was the issues Morchas 2003 Mahila mela	1 2		News coverage
Inter DBSS Initiatives and collective efforts	BPL	BPL issues		
RC				
Trend Analysis : -Through the intervention of DBSS reference community have started raising their voice for their rights i.e. against atrocities.				

Advocacy			
Objective : to understand and analyses the advocacy initiatives taken by the community			
Community level	Policy level	Media	Any other
Issues	Issues	Issues	Issues
Present context	Present context	Present context	Present context
Activities Undertaken	Activities Undertaken	Activities Undertaken	Activities Undertaken

CHAPTER 9

POLICIES AND PROGRAM OF GOVERNMENT

TPDS/TRENDS⁹
ACCESSIBILITY TO SCHEMES IN OPERATIONAL AREA/TRENDS¹⁰
STATE/NATIONAL POLICY FRAME WORK FOR VARIOUS ISSUES
OVER ALL TRENDS
RECOMMENDATIONS AND SUGGESTIONS

CHAPTER 9

POLICIES AND PROGRAM OF GOVERNMENT

Government Schemes
<p>Targeted Public Distribution Schemes (Ration card, BPL Card; NREGA, any other etc.) Interventions: Schemes through Panchayat = Infrastructure :- roads, school PHC draining, water , supply health services social security , Indira Awas Yojna, Housing Balika Samardhi, Ladli, Rajiv Gandhi Bima Yojna, Indira Gandhi Priya Darshini Vivha Shagun Yojna, Anpurna Yojna, Antodya Anna Yojna , Rashtriya Parivar Labh Yojna, Rashtriya Gram Janani Surksha Yojna, Arogya Kosh Namak Yojna, Sawaran Jayanti SawayamRozgar Yojna, Prime Minister Sawayam Rojgar Yojna. Schools : - 3 new school village- Chikken , Shahabuddinpur, Akal garh Ka Majra, Anganwadi : - Chikken. Electricity :- Chikken=new transformer , Gadhela Majri = entrance of electricity. Water supply : - Tube well for drinking water, Propose = Sabalpur, Chikken, Kot Majri, Khanpur Pipe Line : - Kot Mustarkha, Jhimar majri, Shabudinpur, Tibbi. Indira Awas Yojna : - 81 families, BPL Cards holder = 442, Old age Pension = 329, people under pension -48 people Handicapped Pension = 18 people , Vivaha Shagun Yojna = 22.</p>
<p>Impact : - Ladli =3 peoples, SHG =Loan from bank 60 people worth Rs. 50000/-, Now ration depot = 2 villages Sultanpur, Khanpur, Rozgar = Mid day meal cook = 13 people sweepers job in govt. school, 2 people Anganwadi teacher, 1 Anganwadi helper, 1 people P.H..C. Informer =2 people</p>

9 & 10. Target Public Distribution System (PDS) and Social Security Schemes					
Objective: This framework is self-explanatory and aims to take stock of how many of these schemes have or have not been availed by the marginalized communities.					
Number availed and not availed	Adivasis	SCs	OBCs		Any Other
	Availed	Non Availed	Availed	Non Availed	Availed
BPL			1164	905	
Antyodaya (Red)			442		
Annapurna			722		
Vriddha/ Old-age Pension			329		
Maternity Benefit			87		
Mid-Day meals			784		
APL					
Any other Any New Schemes	3 lt. Kerosine				
<p>Trend analysis : - Fresh survey regarding BPL card is being done by the concerned authorities community people are approaching Additional Deputy Commissioner , Deputy Commissioner , BDO , Social Welfare Office etc. regarding their problems of BPL cards old age pension , handicapped pension , widow pension, housing, health, roads, electricity , water etc. Women are applying for the post of anganwadi teacher and helper.</p> <ul style="list-style-type: none"> • Better awareness among communities for welfare schemes. Number is increasing of beneficiaries. • People are reaching collectively to the concerned authorities and getting it. 					

Wages and Equity

Minimum wages in Haryana Rs. 85/- per day.

Wages Per day	
Agriculture labourer	= Rs. 65/- (men)
Construction work labourer	= Rs.70/- (men)
Agriculture Labourer	= Rs. 40/- (women)
Construction work labourer	= Rs. 40/- (women)

Interventions: Have formed 7 labor cooperatives. Men and women were motivated not to compromise on less wages. Women were encouraged to demand higher wages. The demand of equal wages of both men and women is on the card. DBSS staff accompanied with village leader had access to assistant registrar office and obtain information on minimum wages and registration of labor cooperatives visited Oriental Insurance company Jagadhri regarding insurance of laborer comparative on compensation .

Impact: : - Sense of oneness is promoted , 7 Labour Cooperatives in Village Tibbi, Mohamdiwala, , Gadholi, Kot Mustarkha,, Sultanpur , Gadhela Majri and Gondapura were formed. Aims & Objectives of Labour Cooperatives have been prepared to registering.

26. Policy Framework

Thematic issues	Statement of Policies/Amendments	Intervention	Outcome/impact
Dalits	SC/ ST Atrocities Act for Dalit Communities Rajiv Gandhi Bima Yojna Indira Awas Yojna, Anpurna Yojna, Antodya Anna Yojna , Rashtriya Parivar Labh Yojna,	Encroachment of land Demonstration of standing crops	Indira Awas Yojna : - 81 families, BPL Cards holder 442, Old age Pension 329, people under pension 48 people, Handicapped Pension 18 people
Tribals	-----	Promoting and strengthening Gram-Sabha Land titles Setting up issue based committees	-----
Dalit Women OBC	33% reservation in Panchayats Balika Samardhi, Rashtriya Gram Janani Surksha Yojna, Arogya Kosh Namak Yojna,	Prepared them and contested for reserve and unreserved constituencies under PRI	22 women Panchayat members and 9 from reference communities. Vivaha Shagun Yojna = 22. SHG =Loan from bank 60 people worth Rs. 500000/-, Now ration depot = 2 villages Sultanpur, Khanpur, Rozgar = Mid day meal cook = 13 people sweepers job in govt. school, 2 people Anganwadi teacher, 1 Anganwadi helper, 1 people P.H.C. Informer =2 people
Children	Antil Child Labour Act 06 Ladli, , Indira Gandhi Priya Darshini Vivha Shagun Yojna,	Through Mahila Adhikar Sangathans and SHGs women were educated for child rights and welfare schemes.	Under Sarve Shiksha Abhiyan 53 drop out children restarted their education, Bicycles to 40 school going girls students from BDO office 35 kg wheat was given to 80 under weight girls. Ladli scheme reached to 3 girls
Disaster Management	State and national policies on disasters Schemes on DM	Any one in the committee of disaster mitigation	-----
Cooperatives	Society Registration Act	7 cooperatives of Unorganized	Tremendous enthusiasm among unorganized labourers in order to get work in Panchayat and block

		labourers have been formed and they are under registration process.	area, hope to access livelihood resources collectively.
Unorganized Labourers	Minimum Wage Rs. 85/- per day NREGA in Two District in Haryana, Sawaran Jayanti, SawayamRozgar Yojna, Prime Minister Sawayam Rojgar Yojna.	Please refer wage equity frame and various welfare schemes frame	Please refer wage equity frame and various welfare schemes frame
Trend Analysis			
<ul style="list-style-type: none"> • Written Policy and program gives advantage to reference communities for agitation and resource mobilization. • Amount of intervention for resource mobilization has increased. • Success rate is higher than previous year when there was no information available with DBSS on policy and programs. 			

*Recommendation and suggestions: This frame and details are being developed further as per the written state and central laws and act.

CHAPTER 10

PEOPLE'S ORGANIZATION/MOVEMENT

INTRODUCTION OF EACH PEOPLE'S ORGANIZATION
TRENDS: CRITICAL ANALYSIS, ACHIEVEMENTS, CHALLENGES, OPPORTUNITIES
SUGGESTIONS AND RECOMMENDATIONS

CHAPTER 10

PEOPLE'S ORGANIZATION/MOVEMENT

18. Peoples Organization/ Movement	
People's Organization: Name Year of Inception Registration details if any Original mandate	Gram Vikas Sangathan July 2001 None <i>"Educating and organizing the unorganized labourers to ensure access over livelihood resources through political participation."</i>
Vision Mission Objectives	A society based on equality, justice and peace in harmony with nature. To restore human dignity of the marginalized communities through collective struggle. 1.To sensitize the reference community unemployment and gender in justice. 2. To build & strengthen 1 people's organization. 3. To reorient congregations towards development initiatives and ownership of DBSS programmes on women issue.
Core Achievements/Landmarks	<ul style="list-style-type: none"> • People are discussing and understanding policies and programs related to unorganized workers. • Both women and men are organized and they have their CBOs and POs on the basis of issues such as minimum wages, work availability, access to livelihood resources and discrimination etc. • People are collectively participating in Panchayat elections and getting required political representation for decision making.
Challenges	- Poor education and perception. -Caste-sub caste feeling, different values and interest among members. - Threat from politicians, bureaucrats, muscleman and land lords. - lack of church congregation participation in development process.
Issue addressed	Livelihood and Food Security of Dalits/ Women
Trend Analysis: Potential for growth and future paths : - To build a strong community of unorganized landless laborers and farmers (both men & women) from village to district level to have access over community resources along with enhancing their abilities and assets as short term initiatives to address the issues of livelihood effectively.	

CHAPTER 11

STAFF PROFILE OF DBSS, DELHI

WORK PROFILE / TRENDS²⁷
THEMATIC ROLE AND RESPONSIBILITIES/TRENDS^{27A}
RECOMMENDATION AND SUGGESTIONS

CHAPTER 11

STAFF PROFILE OF DBSS, DELHI

27. Staff Profile				
Objective: To capture the work profile of the staff and trends				
Organogram				
Name	Designation	Village covering	Years of working	Qualification
1. Mr. Samuel Masih	Coordinator	25	6	M.A. B. Ed.
2. Mr. Sudhir Kumar	Program Organizer	05	9	B.A.
3. Mr. William	Community Organizer	8	9	12 th .
4. Mrs. Sarita	Community Organizer	7	6	10 th
5. Mr. James	Community Organizer	7	6	10 th
6. Mr. Jony	Community Organizer	3	6	Middle
7. Johnson Lal	Accounts Assistant	---	8	M.Com. B. Ed.

27 a Thematic Roles & Responsibilities		
Issue facilitator	Roles and responsibilities	Inter role coordination
Livelihood Mr. Samuel Masih	<ul style="list-style-type: none"> To plan and facilitate overall project activities at field level. To have overall knowledge on livelihood, documents on government programmes, policies and constitutional rights related to livelihood. To receive day today update from different community organizers and facilitate in the work. 	He needs to know over all policy and program of state and central government pertaining unorganized sectors and Dalits At personal level he will ensure formation of the district level landless agriculture Adhikar Sangathan and smooth functioning of its coordination committee as an ex-officio.
NRM = Mr. James	<ul style="list-style-type: none"> He will be a resource particularly on resource mapping, mobilization and management for whole reference area and DBSS. 	He will ensure effective formation and function of block level Mazdoor Adhikar Sang than at Mustafa bad reference area as an ex-officio in its coordination committee. His main work is to apply PRA methods to map the resources.
CME = Mr. William	<ul style="list-style-type: none"> He is required to acquire knowledge on livelihood and its theological perspective. He is responsible to facilitate congregation based mission. 	He will also ensure effective formation and function of block level Mazdoor Adhikar Sangathan as an ex-officio in its coordinator committee in Chhachhroli reference area as well as to bring congregation
Gender = Mrs. Sarita	<ul style="list-style-type: none"> She will be a resource particularly on Gender, Justice for whole reference area and DBSS. She is required to acquire knowledge on gender related issues and conduct a special study on 	She will ensure the formation and effective function of Women Adhikar Morcha and SHG federation as and ex-officio in its coordination committee.

	gender sensitivity in haryana.	
LAN = Mr. Sudhir	<ul style="list-style-type: none"> • He will be a resource particularly on LAN for whole reference area and DBSS. • He is required to acquire skills on advocacy and campaign building. 	He will ensure effective formation and function of block level Mazdoor Adhikar Sangathan and will help as an ex-officio in the advocacy cell and electoral process.
PRI = Mr. Jony	<ul style="list-style-type: none"> • He will be a resource particularly on Panchayat Raj Institution related matters for whole reference area and DBSS. • He is required to update knowledge on given subject and work effectively. 	He will ensure effective formation and function of block level Mazdoor Adhikar Sangathan at Mustafabad reference area as an ex-officio in its coordination committee. He must also produce evidence to update his formal education.
Documentation & Communication = Johnson Lal	<ul style="list-style-type: none"> • He will maintain all accounts and office equipments in the DBSS office. • He will be a resource particularly on documentation and communication for whole reference area and DBSS. • He will gather different informations from all DBSS staff and put them in a systematic order. • He will ensure to set up mini library on livelihood issue and related themes. 	He will be a communication hub for all the DBSS staff. He is required to reach out to the reference communities occasionally.

RECOMMENDATIONS AND SUGGESTIONS:

- **STAFFS NEED TO GIVE MORE ATTENTION TOWARD POLICY STUDY AND INTERVENTION.**
- **THEY HAVE IMPROVED THEIR COMMUNITY ORGANIZING SKILLS BUT NEED TO STRENGTHEN THEIR ISSUE BASED THEMATIC KNOWLEDGE.**
- **COORDINATION IS REQUIRED IN EVERY TERM. PRESENT COORDINATION IS VERY POOR ESPECIALLY WITH THE BOARD AND CLERGY.**
- **THEIR RAPPORT WITH MEDIA AND GOVERNMENT AUTHORITIES NEEDS IMPROVEMENT.**

CHAPTER 12

INTEGRATED PLANNING FRAMEWORK

OVERALL ISSUE/THEMATIC CRITICAL ANALYSIS,
ACHIEVEMENTS, OPPORTUNITIES, RECOMMENDATIONS & SUGGESTIONS
INTEGRATIONS OF RECOMMENDATIONS IN PLANNING WITH RBA APPROACH
ANNEXURES
GLOSSARY

WORKING ON THIS CHAPTER